

**Minutes**  
**The Committee on the Economic Status and Welfare of the Faculty**  
**Via Zoom, October 10, 2022**  
**Minutes approved 1/9/23**

Members Present: Yasmina Laouar, Chair; Hakem Amer Al-Ruston, K. Rivet Amico, Violet Barkauskas, John Thomas, Louise Stein (Members)

Yasmina opened the meeting with introductions. For about the first 15 minutes of the meeting, only four members were present. Some of the appointed members had not responded to the meeting notice. Yasmina plans to discuss committee membership with Lucas McCarthy to determine if the size and composition of the Committee is adequate.

Via email, Yasmina had sent possible foci for committee work to members. These included:

- Survey to inform on the trajectory of salaries per gender/race.
- Need for faculty instructors to have the autonomy to decide when it is necessary to teach online.
- Need for the university to invest in air quality of classrooms. Infections will not stop - This is from an immunologist!
- Masks are distributed for free at different entry points to the clinic, can the university use the same system outside the classrooms to provide a better choice for both students and instructors?
- Are updated laptops and software available instructors or are instructors responsible to purchase from their salary the tools necessary to perform their job?
- Identify policies to protect faculty from students' retaliation when students are not satisfied with their grades. This is in response to today's news:  
<https://www.cnn.com/2022/10/04/opinions/nyu-chemistry-professor-student-complaint-filipovic>
- Survey to establish the correlation between the trajectory of student tuition at U-M and the salary of the faculty that teach them.
- Do we have representation in this committee of non-tenured faculty? It would be useful to have representation from this group to help issues related to this status.

Several ideas about committee foci for the year were discussed, including a survey of faculty salaries and benefits with comparisons with appropriate peers, and faculty involvement in decision regarding teaching modalities, specifically virtual and in-person. Most of the discussion was focused on the need for guidelines for making decisions about teaching modalities considering individual circumstances of course faculty and students. The goal for guidelines would be flexibility as needed as well as well-being of all participants and possibly their extended contacts, e.g., immune-compromised family members at home.

The possible hesitancy of departments to deal with medical issues was discussed. Apparently, a resource in the University, entitled "Work-Connections" reviews issues and makes recommendations to departments. Committee members also indicated several proposals presented to Senate Assembly during the 21-22 year were focused on teaching modality selection guidelines.

Committee members decided to explore further the composition of and activities of “Work Connections” as well as the work of the Senate Assembly last year to determine what work is being done on the issue to date and to consider what the CESWF can contribute.

The committee recommended that Yasmina contact Lucas McCarthy to request updates on whether (1) motion 1 is being addressed and by who; and (2) what is happening with motion 2.

**After the meeting:**

- 1- Hakem located the discussed Senate Assembly motion.
- 2- Yasmina contacted Lucas McCarthy – his response and Allen Liu’s response are attached in separate documents.